

DD/A Registry
77-6088

1001 1977

MEMORANDUM FOR: Acting Deputy Director for Administration

FROM :
Acting Director of Personnel

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SUBJECT : Deferral of Conducting Employee Surveys

REFERENCE : Memo for A/DDA fr D/Pers dtd 31 Aug 77,
Subject: Office of Personnel DDA
Objectives for FY 1978

1. This is in reference to our recent discussions as regards conducting employee attitudinal surveys.

2. The utility of employee surveys as a management tool is not questioned and the results of the 1976-77 Agency-wide survey relative to the effectiveness of personnel management provided valuable returns. However, the impact of the current reduction exercise in the DDO and the reorganization taking place in NFAC forecast that employee surveys at this time or in the near future would be counterproductive.

3. I strongly recommend that the planned Agency-wide employee survey included among the DDA objectives for FY 1978 and any other independent component surveys conducted on an ad hoc basis, be deferred until the situation has normalized.

4. I further suggest that a system be established for the coordination and approval by the the Office of Personnel of all proposed future employee surveys. The effectiveness and value of employee surveys can be seriously impaired if not lost completely by uncoordinated and too frequent usage. (mw)

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